



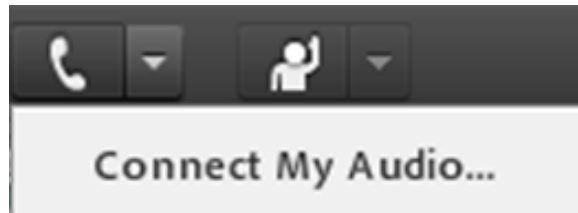
USA Staffing®

Great Government Starts Here®

April 22, 2020

The Advisory Board meeting will begin shortly.

▶▶▶ ***Please log in to Adobe Connect prior to calling in so your name is tied to your phone number.***



Audio Conference Options:

- Dial-out [Receive a call from the meeting] – *This is the preferred method*
- Dial-in to the Audio Conference via Phone
 - 1-800-832-0736
 - Conference Room Number: 7563371
 - Once joined to the audio, follow the instructions to identify yourself
- Use Microphone (Computer/Device)

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Agenda

1. USA Staffing Program Updates

- COVID-19 Support
- Customer Satisfaction Survey Results
- Direct Hire and Non-competitive Hiring
- Conditional Documents
- PIV/CAC Enforcement
- Email Extension Restrictions

2. Upcoming Functionality

3. Enhancement Process

4. Reporting & Analytics

- COVID-19 Statistics
- Hiring Data Warehouse

5. USAJOBS Veterans API

6. US Digital Service Project Overview

7. USA Hire Reasonable Accommodation Update

8. Upcoming Events

Questions?

Use the Q&A feature in Adobe to ask questions during the meeting.



USA Staffing Support for Agencies' COVID-19 Response

3/20

Communicated continuity of operations; deployed updated I-9 form

3/23

Guided agencies in configuration and use of updated I-9 form

3/26

Alerted agencies to OPM guidance on vetting

3/31

Announced COVID-19 Surge Response Program at Open Opportunities

4/1

Released COVID-19 Vacancy tag

4/3

Guided agencies on COVID-19 features at USAJOBS

Coming soon

Ability to tag New Hire records

Agency Unique Support

- Held virtual 'whiteboarding' session to support COVID-19 related hiring surges
- Developed onboarding workflow updates
- Delivered deep dive training virtually
- Providing COVID-19 reporting support
- Helped agencies adapt to e-signatures for several forms and shifting to 100% virtual onboarding
- Converted new user training and coaching to virtual format

We're Here To Help!

Please contact your Account Manager to request support



Spring 2020 Customer Satisfaction Survey Results



Strengths

- Account Management Model
- Communication
- Help Desk
- Staff – friendly, responsive, and knowledgeable
- Customer Service – Listening to our customers and involving our user community in decisions/changes



Opportunities for Improvement

- Cognos/Reporting
- Classification
- Hiring Manager Interface



Thank you
for your feedback!



USA Staffing Features Relevant to Direct Hire

Hiring Paths *

✖ Exclusive posting

Use the **Exclusive Posting hiring path** when public notice is not required to prevent the announcement from being searchable on USAJOBS.

Defense Finance and Accounting Service

JOB APPLICATION

VACANCY NUMBER 10083785	ANNOUNCEMENT NUMBER IMP-10083785-19-KH	OPEN PERIOD 04/04/2019 to 04/13/2019
PAY PLAN / SERIES / GRADE GS-0201-7	POSITION TITLE Human Resources Specialist	

BIOGRAPHIC INFORMATION * Required

Name

First *

Middle

Last (Family/Surname) *

Add Applicant

Filer Status for Key Entered Application *

-Select-

-Select-

Delayed

Late

Regular

Reopen

Save

Invite New Online Applicant

Filer Status for New Online Applicant *

-Select-

First Name *

Last Name *

Email *

Duration of Access (hours) to Online Application *

0

Send Invite

Cancel

For on-site events, use the custom **paper applications** to collect applicant information and then key enter it into USA Staffing.

Use the **Invite Applicant feature** to generate an email with the direct link to the job posting on USAJOBS. Only the person with the email invite can use the link.

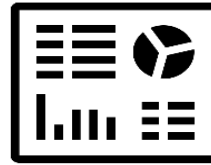


Direct Hire Authority Benefits of USAJOBS and USA Staffing



Agency

- Manage large applicant pools and document hiring process **consistently**.
- Use **exclusive postings** when public notice is not required.
- Include **competency-linked assessments** and/or USA Hire assessments, if desired.
- Provide applicant lists and certificates to managers via **reviews**.



Reporting

- Ensure all hiring metrics across authorities is together in **one data repository**.
- Ensure reporting for **MD-715**, Applicant Flow Data, **Time-to-Hire**, and workload metrics is consistent.



Applicants

- Deliver a **consistent applicant experience** across hiring authorities.
- Log in to onboarding via **USAJOBS SSO**
- **Secure authentication** via login.gov.

USA Staffing is forming a **virtual customer workgroup** on direct and expedited hiring best practices.
Contact your Account Manager to join the group.



Conditional Documents

Presenter: Christy Dollard, USA Staffing Account Manager

- In the 2/7/20 release, we added conditional documents to the Application Processing section of the Vacancy Settings page. Use Vacancy Default Settings to configure this feature.
- As of the 4/3/20 release, applicants now see which documents were designated as *required* based on their responses to Veterans' Preference and/or eligibility questions
- Applicants can view this page via the Additional Application Information button in their USAJOBS application record.



Application Progress

Position Title: Human Resources Specialist
Agency: Office of Personnel Management
Announcement Number: 20-10103468-ST-CD
Open Period: Thursday, March 12, 2020 to Thursday, March 12, 2020
Application Package Status: Not Referred

Announcement 20-10103468-ST-CD was Closed on 3/12/2020

This application has been submitted and cannot be updated. If you have any questions, please refer to the USAJOBS announcement.

Application Information

Application Received: 3/13/2020 9:22 AM [View](#) / [Print Application](#)

Supporting Documents

Documents	Name	Status	Date Submitted
<input checked="" type="checkbox"/> Resume (required)	Fake Resume	Processed	3/13/2020 9:22 EDT
<input checked="" type="checkbox"/> DD-214/ Statement of Service (required)	Fake SF-50	Processed	3/13/2020 9:22 EDT
<input checked="" type="checkbox"/> Disability Letter (VA) (required)	Fake SF-50	Processed	3/13/2020 9:22 EDT

If you wish to submit additional documents to your application, return to the announcement on USAJOBS.gov and follow the instructions provided for submitting documents. Documents submitted with your application may not be permanently retained. Please keep copies of submitted documents for your personal records.

Notifications

Date Sent	Email Subject
3/13/2020 12:08:51 PM	Notice of Results
3/13/2020 9:22:27 AM	Application for Human Resources Specialist, 20-10103468-ST-CD was received

Notification text may not be permanently retained. Please keep copies of all notifications sent to you for your personal records.



Personal Identity Verification (PIV/CAC) Login Enforcement

- USA Staffing is required to enforce two-factor authentication for all Users and only permit username/password login by exception.
- PIV/CAC card login enforcement began in November 2019 and will extend to all USA Staffing customer agencies by the end of **December 2020**.
- Account Managers are alerting customers in advance of the date all users in your agency will be required to use PIV login.
- Agencies that do not use PIV or CAC must request an exception via their Account Manager.





User Account Email Addresses: .gov or .mil

ADMINISTRATION ▾

Admin Home User Admin Create User

Create User

! The form has unsaved changes.

User Information

Email Address *	User Types
Jane.Doe@opm.gov	
First Name *	Middle Initial
Jane	
Address 1 *	Address 2
15000 K Street	

All USA Staffing system users must use their .gov or .mil email address in their USA Staffing account.

- Any contractors must also have a .gov or .mil email address in their USA Staffing account.
- USA Staffing will start preventing administrators from creating new accounts with .com, .net, and .org email addresses in summer 2020.
- Your Account Manager will alert you in advance of the date these email extensions will be restricted.
- Agencies that do not have .gov or .mil email extensions must notify their Account Manager and request an exception.



Upcoming Functionality

Presenter: Jenn Reaves, Product Development Branch Manager

What We Are Working on Now:

- HR ability to batch printing assessment questionnaire responses from applicant lists
- Adding definitions to permission line items
- Improving filters for Hiring Manager Request & Hiring Action pages
- Generate a single PDF of cover sheet, evaluation statement and full position description Adding tags to New Hires & Requests
- Login usability improvements
- Activity Summary for HR users

What's Coming Next:

- Adding Veterans API content to HR interface
- Hiring Manager ability to batch printing assessment questionnaire responses from applicant lists
- Updates to reasonable accommodation process for USA Hire
- Transmit new hire resume data through NHI
- Increasing document upload size to 5 MB
- Workload Management
- Hiring Manager dashboard



Feature Backlog and Glossary: <https://go.usa.gov/A3C3>



Enhanced Workload Management

Vacancy 10034502

Assessment Package

Announcement

Applicant Overview

Assignments

Reviews

Applicant List: Applicant List 1

+

Applicant Review Assignments

Manage Assignments

Work Assignments

Certificate Type

Select a Certificate Type

Filters

[collapse all]

Action

☒ Any

☐ Follow-up

☐ Not Flagged

☐ Not Reviewed

☐ Reviewed

Category Rating

☒ Any

☐ wq (90)

☐ q (70)

☐ bq (100)

Eligibilities

☒ Any

☐ Career Transition Assistance Plan

☐ ICTAP (Extra HTML)

☐ TEST

☐ None

Status (RSC)

☒ Any

☐ AC

Applicant List (90)

Filters: Schenectady, New York 11 0201

Advanced Criteria: +

Assignment Status

Unassigned

Assign

<input type="checkbox"/>	Name	Rating	Assignee	Due Date	
<input type="checkbox"/>	Adolph, Jordan	100			
<input checked="" type="checkbox"/>	Alesha, Margarette	100			
<input type="checkbox"/>	Anderson, Cassie	100			
<input type="checkbox"/>	Andrews, Marcus	105			
<input type="checkbox"/>	Aoka, Awesome, Sauce., Allegra	110			
<input type="checkbox"/>	Ashton, Shon	110			

Assignment Overview (4)

Assignee

All Assignees

Assignment Completion Status

Incomplete

<input type="checkbox"/>	Assignment Name	Assignee	Due Date	Progress
<input type="checkbox"/>	Quals Review - BQ Vets	Scotty Gray	10/30/2020	96/100
<input type="checkbox"/>	Quals Review - N through Z	Steph Colon	12/30/2020	28/30
<input type="checkbox"/>	Review ICTAP Applicants	Maria Ahmad	11/1/2020	63/65
<input type="checkbox"/>	Quals Review - A through M	Kylie Sullivan	12/20/2020	70/92

Manage Assignments Page (for Workload Manager to Assign & Manage Qual Review Assignments)



Enhanced Workload Management

Vacancy 10034502

Assessment Package

Announcement

Applicant Overview

Assignments

Reviews

Applicant List: Applicant List 1

+

Applicant Review Assignments

Manage Assignments

Work Assignments

Assignment Name

DE - BQ Vets

Applicant Review Status

All Statuses

Assignee

Scotty Gray

Assignment Completion Progress

36 out of 192 applicants reviewed

Assignment Due Date

30 December 2019

	Name	Rating	Vet Pref	RSC	Documents	Eligibility	Notes	App Received	
+	Adolph, Jordan	100	NP	AC	0		17	8/13/2018 10:51 EDT	<input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
+	Alesha, Margarette	100	SSP	AC	0		1	8/13/2018 10:55 EDT	<input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
+	Anderson, Cassie	100	SSP	AC	0		1	8/13/2018 11:01 EDT	<input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
+	Andrews, Marcus	105	TP	AC	0		1	8/13/2018 11:23 EDT	<input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
+	Aoka. Awesome, Sauce., Allegra	110	CP	AC	0		2	8/13/2018 11:23 EDT	<input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>

Work Assignments Page (for assignee to work assignment tasks)

Disclaimer: This is a mockup and is may not convey the final design result



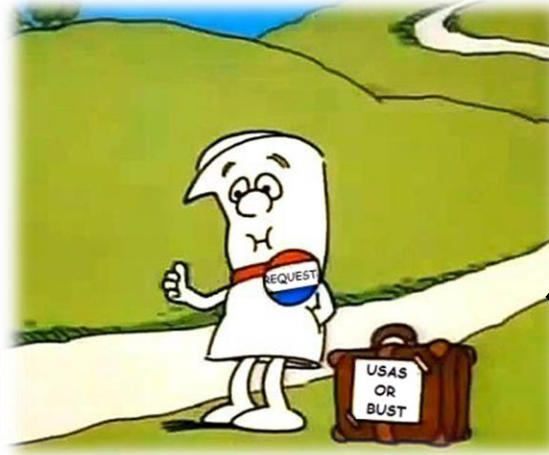
How an Enhancement Request Becomes a Feature





**Customer discusses request
with Account Manager (AM)**

**Account Manager proposes Enhancement
Request to USA Staffing Program Office**



**Released to Production
for all customer agencies**

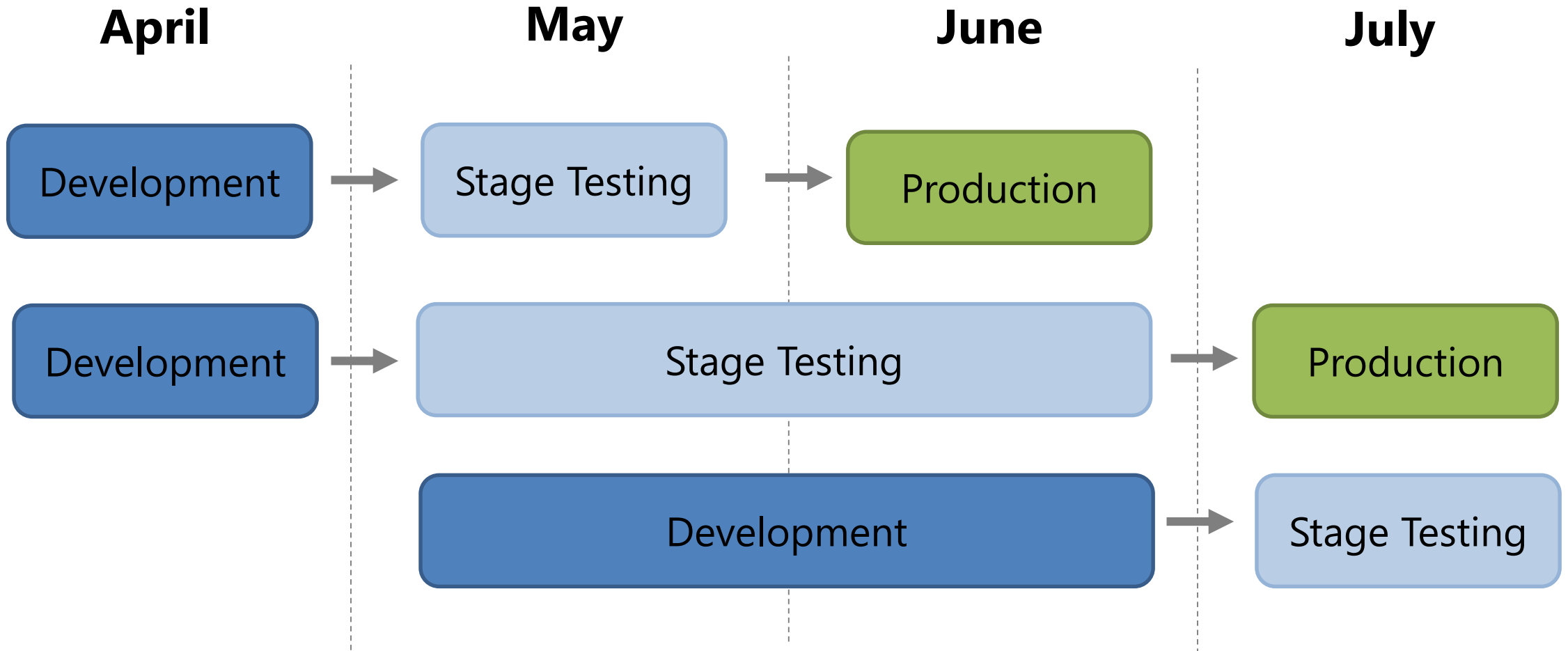
**Added to the backlog/
In development**



**Enhancement
Requests
prioritized by
customer agencies**



Deployment Process





Reporting and Analytics

Presenter: Joyce Wentz, Business Analyst (Data Analytics)



COVID-19 Hiring Statistics

Agencies have posted **485** announcements in 2020 with the COVID-19 tag, resulting in **110,485** *application starts*.

Department	Announcements Posted	Application Starts
Department of Veterans Affairs	246	43,567
Department of Health And Human Services	99	43,673
Department of the Air Force	54	10,628
Department of the Army	36	2,591
Department of the Interior	18	209
Department of Defense	10	435
Department of the Navy	8	623
Other Agencies and Independent Organizations	8	7,304
Department of Commerce	4	672
Department of Homeland Security	1	12
Department of Labor	1	771
Grand Total	485	110,485

Job Series Title	Series	Announcements Posted	Application Starts
Nurse	0610	73	12,206
Custodial Working	3566	40	3,695
General Health Science	0601	20	4,945
Practical Nurse	0620	19	419
Miscellaneous Administration And Program	0301	14	1,292

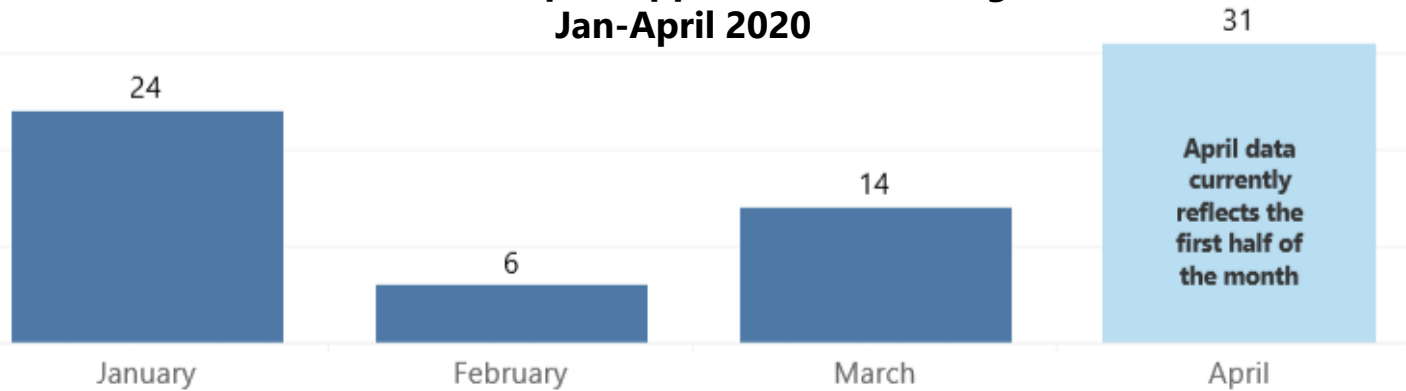
The top five COVID-19 announcements posted by series are predominantly **Health Care** and **Custodial/ Housekeeping**.

Data as of April 16, 2020



COVID-19 Statistics – USAJOBS Open Opportunities

USAJOBS Open Opportunities Postings
Jan-April 2020

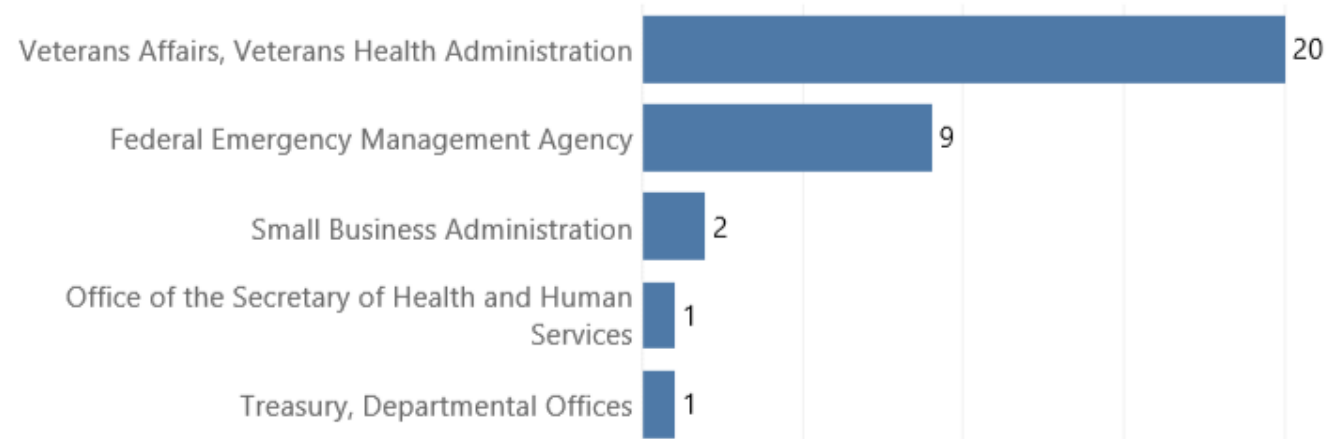


Agencies have increased their use of USAJOBS' Open Opportunities capability. **Seven of 14** postings developed in the month of March went live on **March 31**.

Agencies have posted more opportunities in the first half of **April** than in entire other months of 2020.

Veterans Affairs has posted the highest number of COVID-19 related Open Opportunities with a total of **20 out of a total of 33** total Open Opportunities posted.

USAJOBS Open Opportunities Postings by Agency



**Data includes includes Open Opportunities marked as Completed, In Progress, Open, or Not Open*

Data as of April 16, 2020



Hiring Data Warehouse

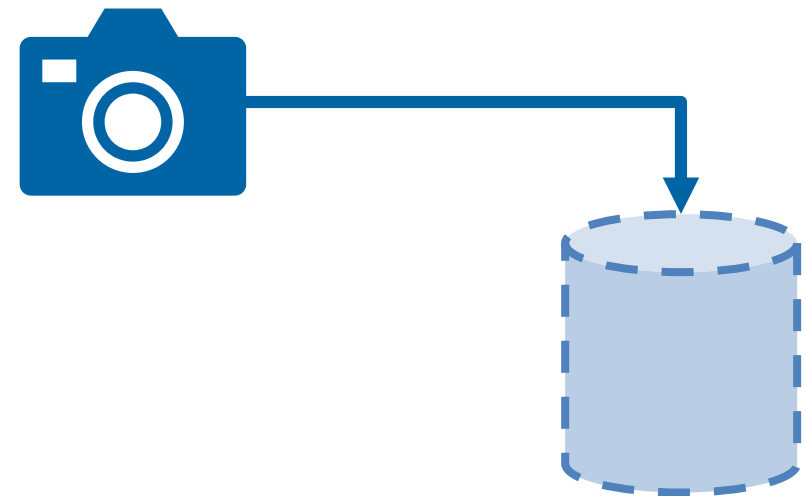
The new data warehouse for USA Staffing data. At maturity, it will contain the same data available through Staffing Reports, however the data will be structured differently and tables loaded regularly.

Data Structure

- First iteration made available to customers in Production on April 1
- Single namespace for all data simplifies report building
- Query subjects organized into folders and sub-folders by topic area (e.g., Announcements, Applicants, Certificates, Vacancies)
- Data optimized for improved performance

Table Loading

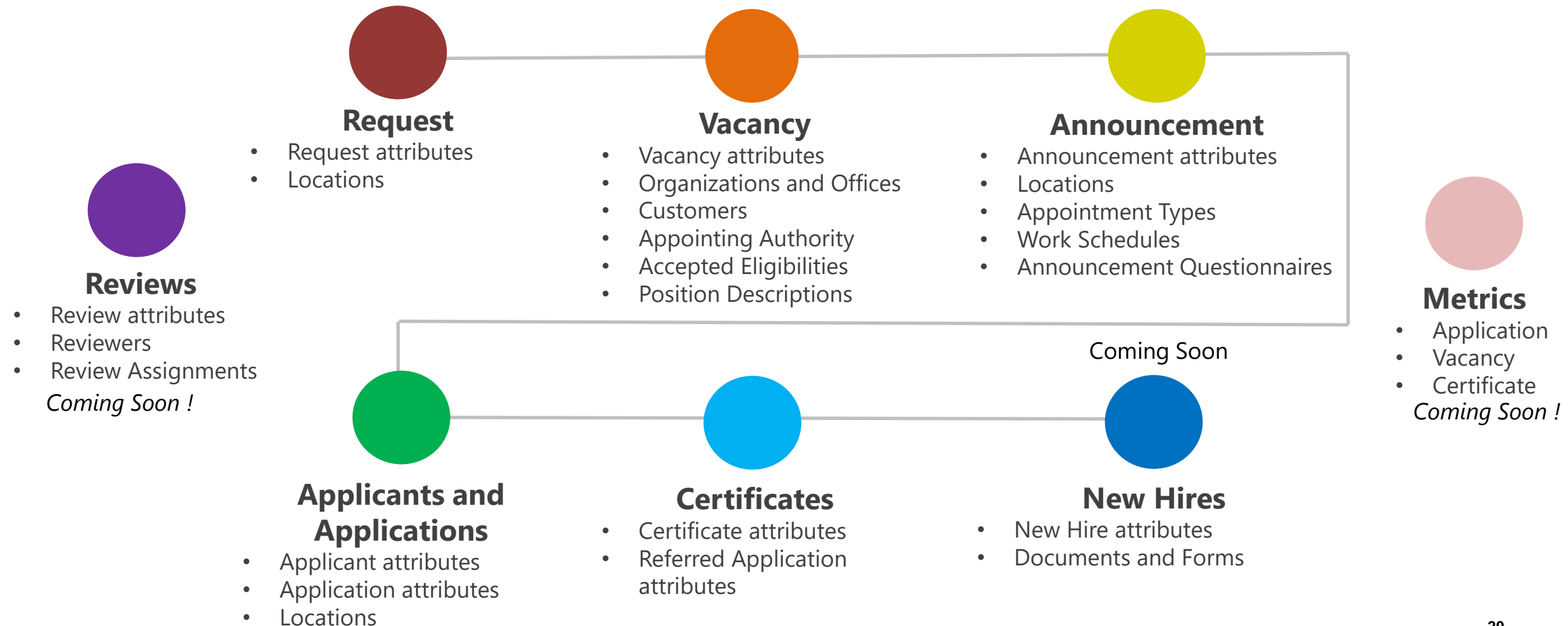
- Rolling Snapshot process to load tables 3x per day





Hiring Data Warehouse: Data

Data currently available in Stage and Production cover a range of topics/steps in the staffing process.

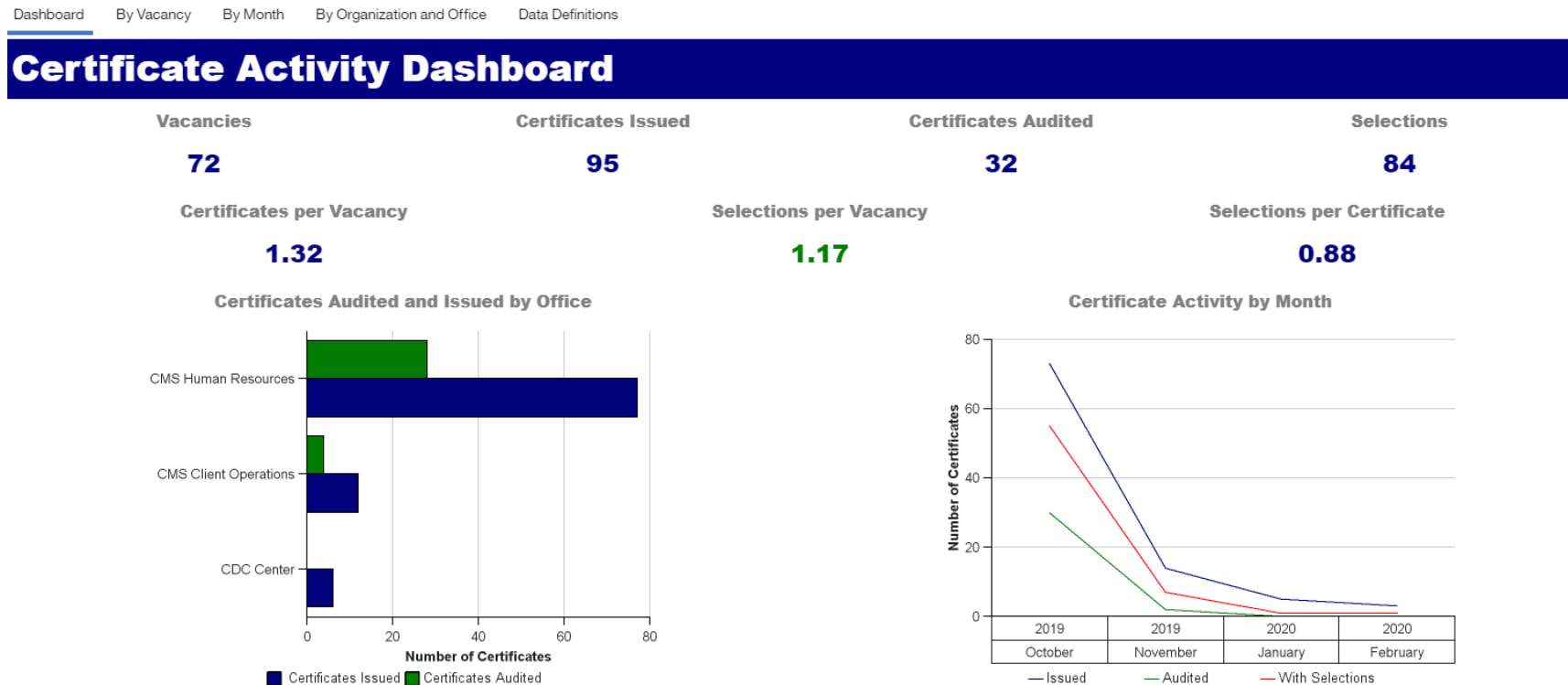




Hiring Data Warehouse: Reports

We are building a library of **standard reports and dashboards** using the data warehouse that is being built. Over 15 of these reports and dashboards are already available to customers.

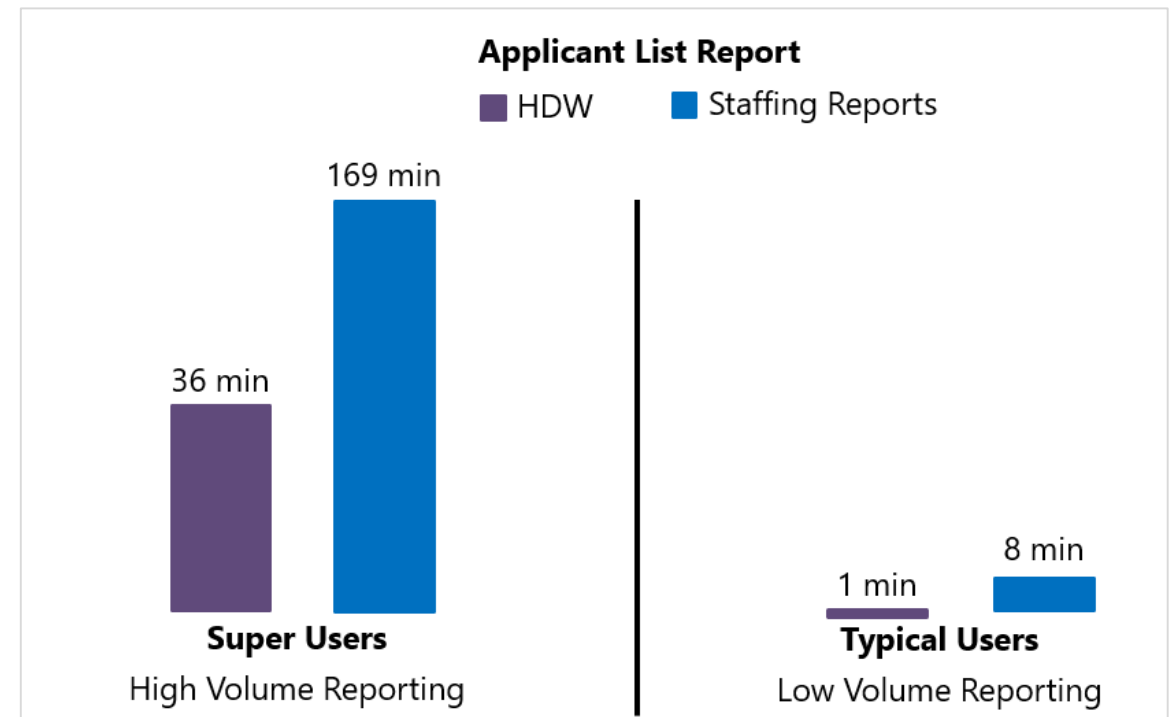
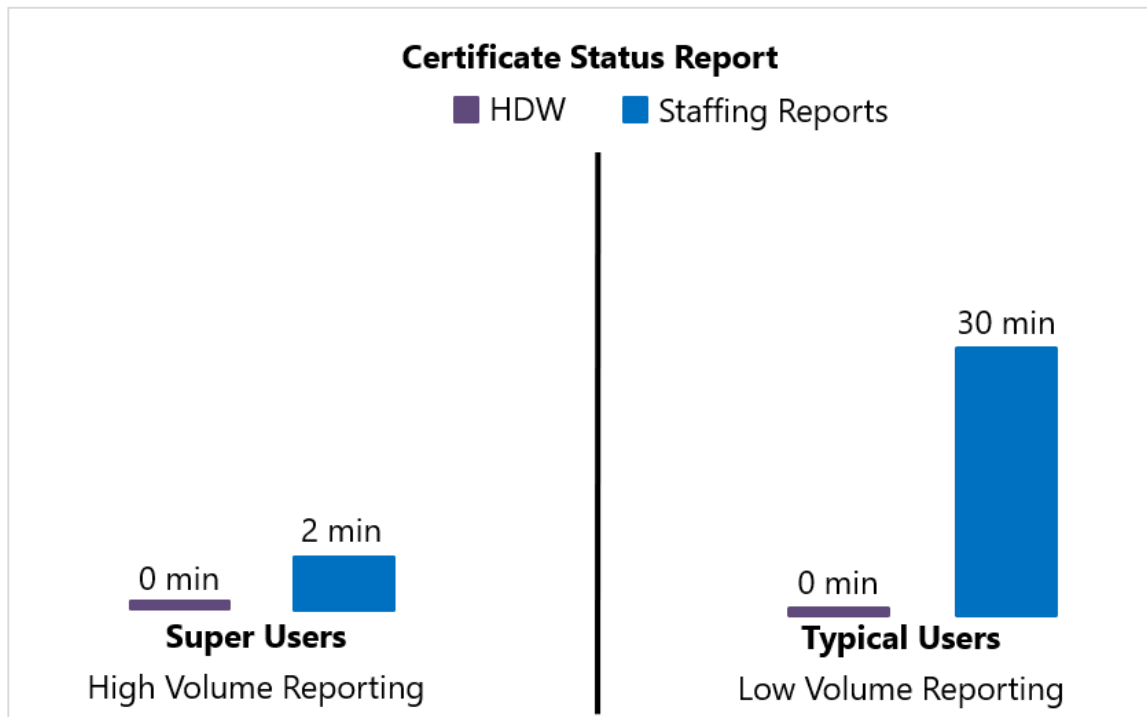
- Announcement Status Report and Dashboard
- Applicant Dashboard
- Assessment Content Report
- Referrals by Certificate Report
- Vacancy Overview Report and Dashboard
- ...and many more!





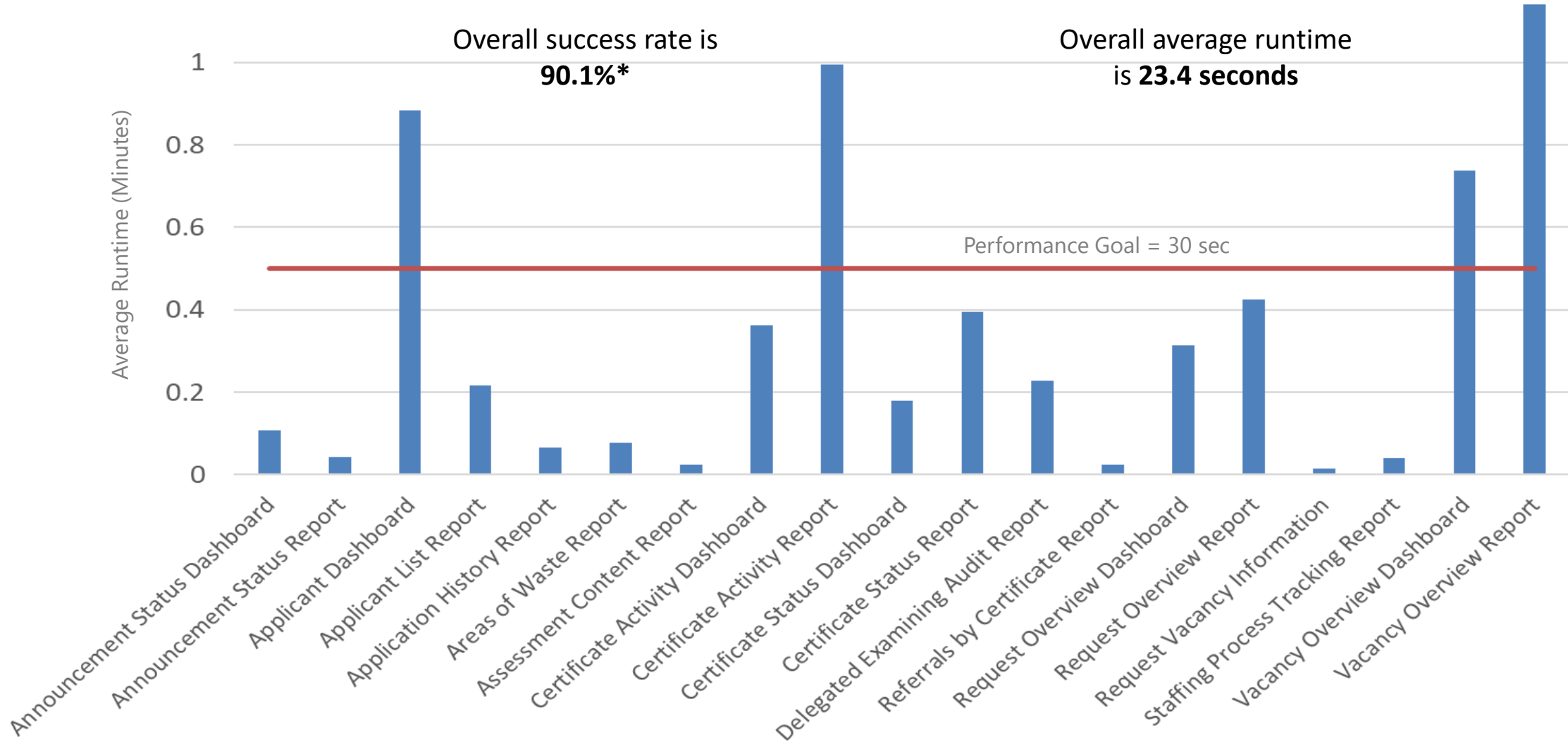
Hiring Data Warehouse: Performance

During the performance testing process, we compared runtimes of similar reports from the current transactional model (Staffing Reports) to the new HDW. In general, **HDW outperformed Staffing Reports**





Hiring Data Warehouse: Performance



*Nearly half (41%) of failed reports were due to an issue with the report deployment process



Veterans Application Programming Interface (API) Demo

Presenter: Julie Jackson, USAJOBS Business Analyst



Veterans API – USA Staffing

Presenter: Casye Gabbard, USA Staffing Business Analyst

<input type="checkbox"/>		Name	Rating	Vet Pref	RSC	Documents	Eligib
<input type="checkbox"/>	+	Adolph, Jordan	105	TP	AC	<input type="text" value="0"/>	CTAR
<input type="checkbox"/>	+	Alesha, Margarette	100	SSP	A		
<input type="checkbox"/>	+	Anderson, Cassie	110	CP	AC	<input type="text" value="0"/>	
<input type="checkbox"/>	+	Andrews, Marcus	110	CPS			
<input type="checkbox"/>	+	Aoka. Awesome, Sauce., Allegra	110	CP	AC	<input type="text" value="0"/>	
<input type="checkbox"/>	+	Ashton, Shon	100	NV	AC	<input type="text" value="0"/>	
<input type="checkbox"/>	+	Baltierra, Tyler	110	XP	AC	<input type="text" value="0"/>	

No VA data

VA Data

A visual indicator will be added to the applicant list to notify the HR user when an applicant has VA certified information available.

Disclaimer: This is a mockup and may not convey the final design result.



Veterans API – USA Staffing

Veterans' Preference

Application Information

Applicant: John Smith

Claimed: CPS - 10-point preference based on a compensable service-connected disability of 30 percent or more.

VA Certified: CPS

Adjudicated: CPS - 10-point preference based on a com ...

Document Date:

Department of Veterans Affairs Certified Information

Disability Rating: 30% as of 09/07/1994

Disability Decision: Service Connected

Branch of Service	Pay Grade	Entry Date	Separation Date	Character of Service	Type of Separation
Marine Corps Reserve	O6	09/07/1994	09/11/1999	Honorable	
Marine Corps	O6	10/1/1999	9/30/2004	Honorable	

Save & Close

Cancel

VA certified information will display on the Veterans' Preference pop-up.

Disclaimer: This is a mockup and may not convey the final design result.

26



SME Qualification Assessments

IS THIS THE RIGHT STRATEGY FOR YOU?

- Your hiring managers want to bring in new talent but do not feel they are getting the quality needed from DE certs
- You have a specialist role with 4 or more vacancies
- You have 4-10 high quality subject matter experts (SMEs) who are interested in spending time to be part of the hiring process



THE STRATEGY

DETERMINING WHICH APPLICANTS MEET THE MINIMUM REQUIREMENTS

1: JOB ANALYSIS WORKSHOP

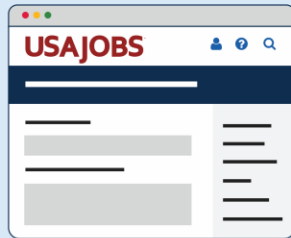
Conduct a two-day job analysis workshop with HR and SMEs to develop your assessments.



Subject Matter Experts
Human Resources
Hiring Manager

2: JOB ANNOUNCEMENT

Post an accurate and compelling job announcement to attract the most qualified applicants.

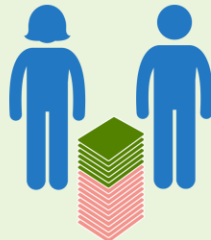


Human Resources

3: RESUME REVIEW

Two SMEs review each resume against the core competencies and proficiencies.

98
applicants



58 do not move forward

Subject Matter Experts

4: PHONE ASSESSMENT INTERVIEWS

SMEs conduct up to two rounds of phone interviews to determine which applicants meet the minimum qualifications.

40
applicants

ROUND 1



24
applicants

ROUND 2



Subject Matter Experts

5: ISSUING A CERTIFICATE

HR applies veterans' preference and applies category ratings.

14
applicants



Human Resources



FEEDBACK

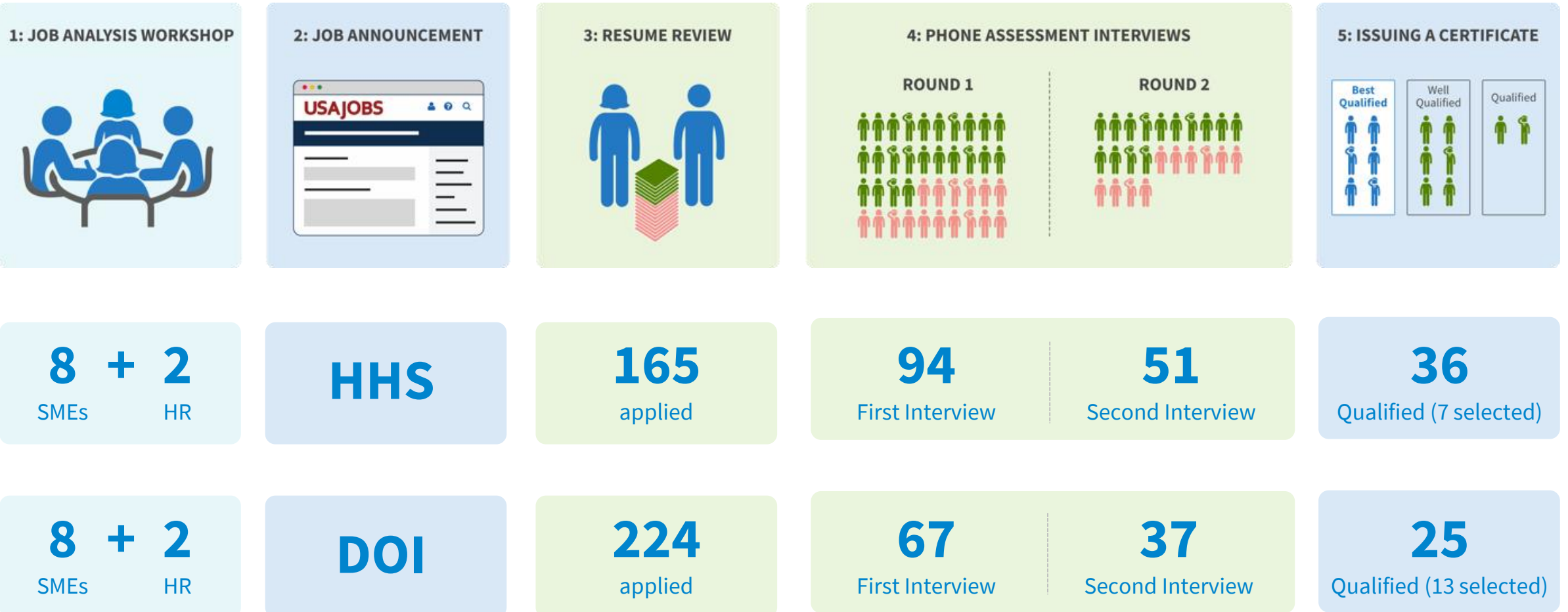
FEEDBACK

FEEDBACK

These numbers are for illustration purposes only.



THE RESULTS (Round One)



HOW DOES THAT SCALE?



Add Alternative Pass/Fail Assessments



Share SMEs and Share the Cert

Join the pioneers transforming the way government serves the public

Customer Experience Strategist positions are currently being filled through a single application on USAJOBS.

Apply now

What to know as you read the positions below

- Each of these unique roles requires the competencies and experience described in the [Customer Experience Strategist posting](#).
- GS is an abbreviation for "General Schedule", a federal government pay scale that agencies use to set pay bands. The number following GS is [a grade and sets the pay level](#) and qualifications for the job.
- Customer Experience Strategist positions below may be at the GS 13, 14, or 15 level. The number following is the number of positions this agency is seeking to fill at this level.
- To apply to any of the positions below, [apply to this job announcement](#). During the application process you will be asked which of the following positions you are interested in being considered for and at which GS level(s) and location(s).
- A panel of subject matter experts will determine if you are

Agencies who are hiring

Office of Chief Experience Officer (OCXO) at CFPB

Federal Student Aid (FSA) at Education

Office of Customer Experience (OCE) at GSA

Centers for Medicare & Medicaid Services (CMS) at HHS

Small Business Innovation Research / Small Business Technology Transfer (SBIR/STTR) at NASA

Bureau of Conflict and Stabilization Operations, Executive Office (CSO) at State

Bureau of Global Public Affairs, Executive Office (GPA) at State

Bureau of Global Talent Management (GTM) at State



SME Resume Review Tool

RESUME REVIEW FOR

FirstName1 LastName1

Recuse yourself

Instructions

Competencies

Communication and Collaboration

Required level:

Any evidence of the following-Is able to articulate product vision and convey that vision to the broader product team. Understands the needs of users and can communicate effectively between technical and non-technical audiences. Collaborates within and across teams to release products that meet user needs. Build consensus across various stakeholder groups. Writes clearly and cleanly with organization.

+ Communication and Collaboration

Product Mindset

Required level:

Any evidence of the following-Experienced in negotiating between priorities with minimal supervision in complex situations (i.e. more complex than speed vs money, scoping and prioritization “which hurts less”). Lead medium scale teams or co-lead large scale teams (e.g. more than 3 people). Experienced in assessing product work (i.e. Vendors, contract deliverables, etc.) through full product lifecycle. Has experience scoping and making tradeoffs to hit deadlines, and also working closely with engineers and designers in an iterative environment.

+ Product Mindset

Meets required level?

Yes

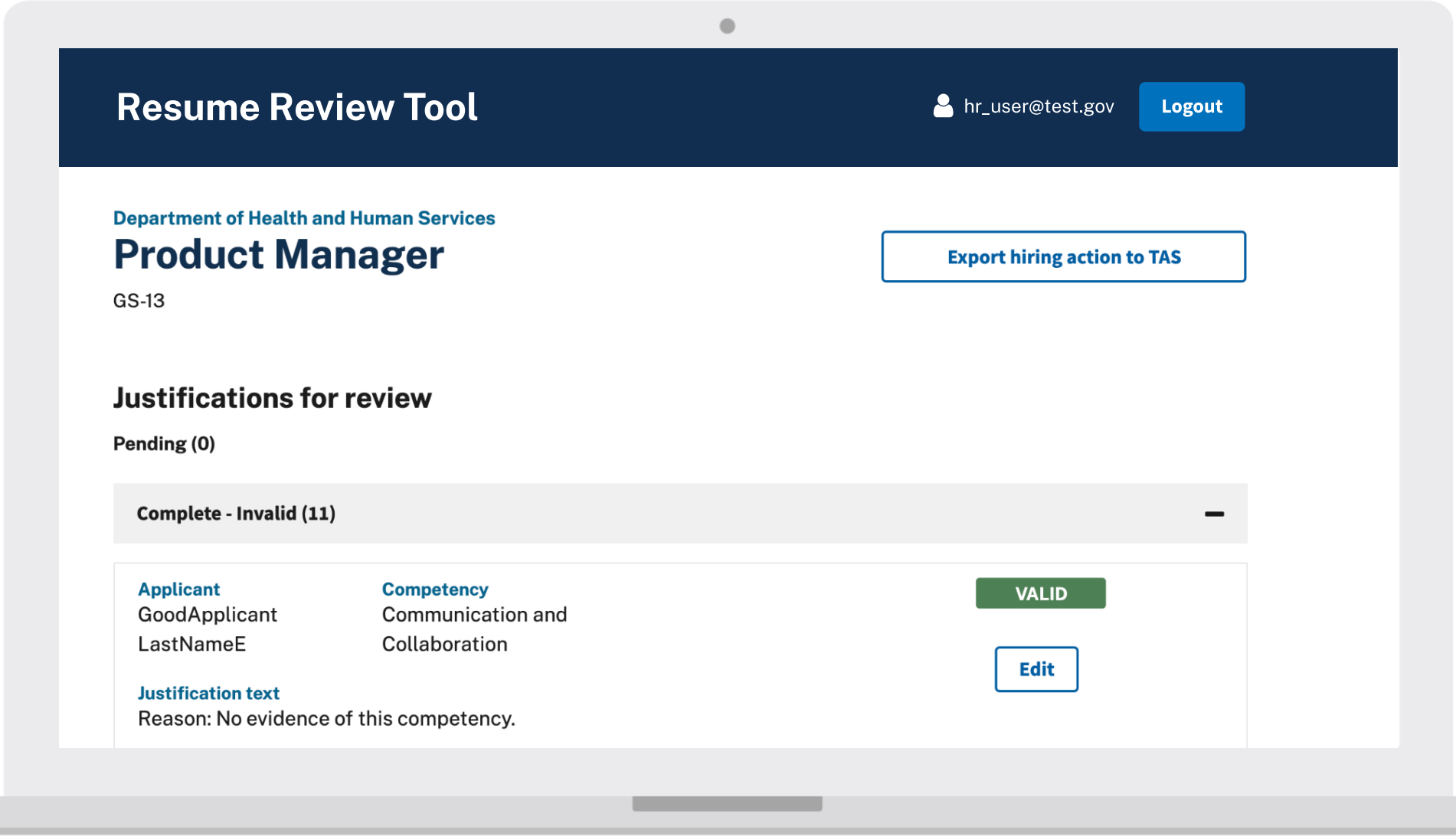
No

Yes

No



SME Resume Review Tool



WHAT'S NEXT

- We're piloting or finished pilots at: GSA, State, CMS, HHS HQ, DOI/NPS, EPA, and a Government-Wide CX Pilot
- We're testing new technology to integrate into USA Staffing: Resume Review Tool and Scheduler
- We've presented to nearly all CFO Act agencies and CHCOs
- We're able to help with more pilots

FOR MORE INFORMATION:

Stephanie Grosser at SGrosser@OMB.EOP.GOV





Thank you!





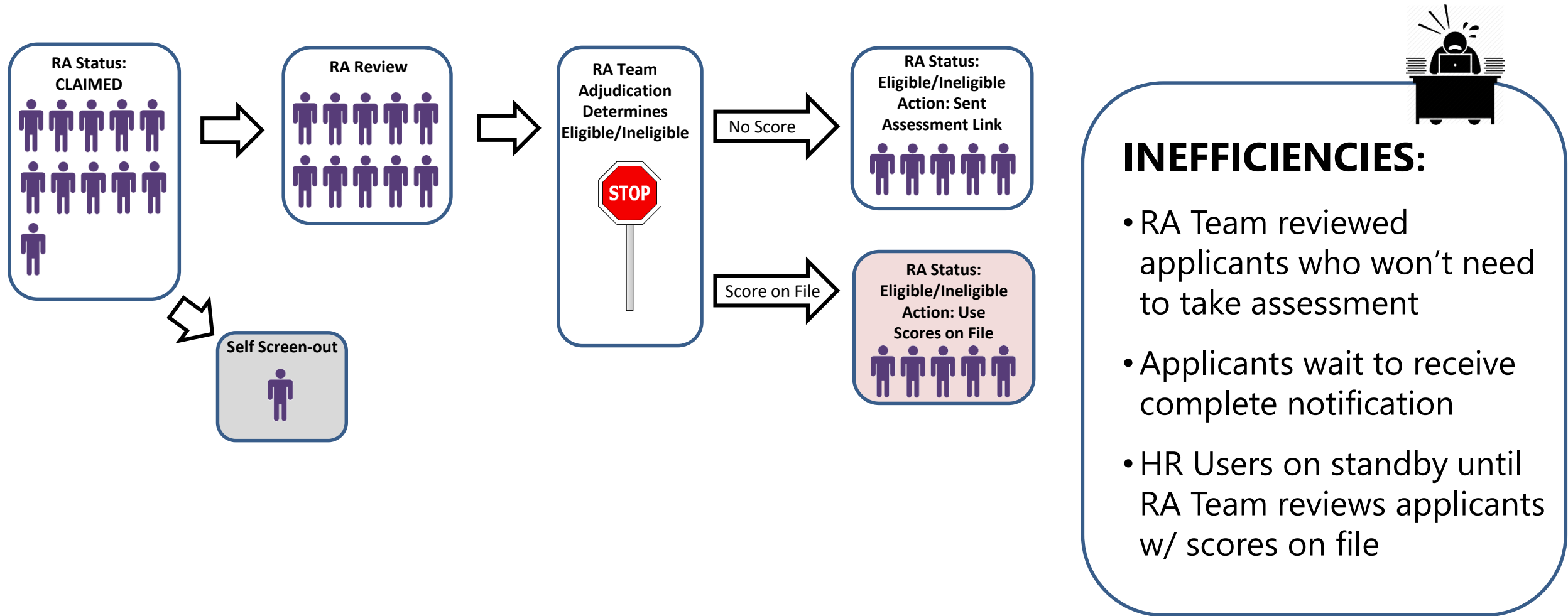
USA HireSM

Transforming Government One Hire At A Time

Presenter: Sharon Wilborn, USA Hire Program Office

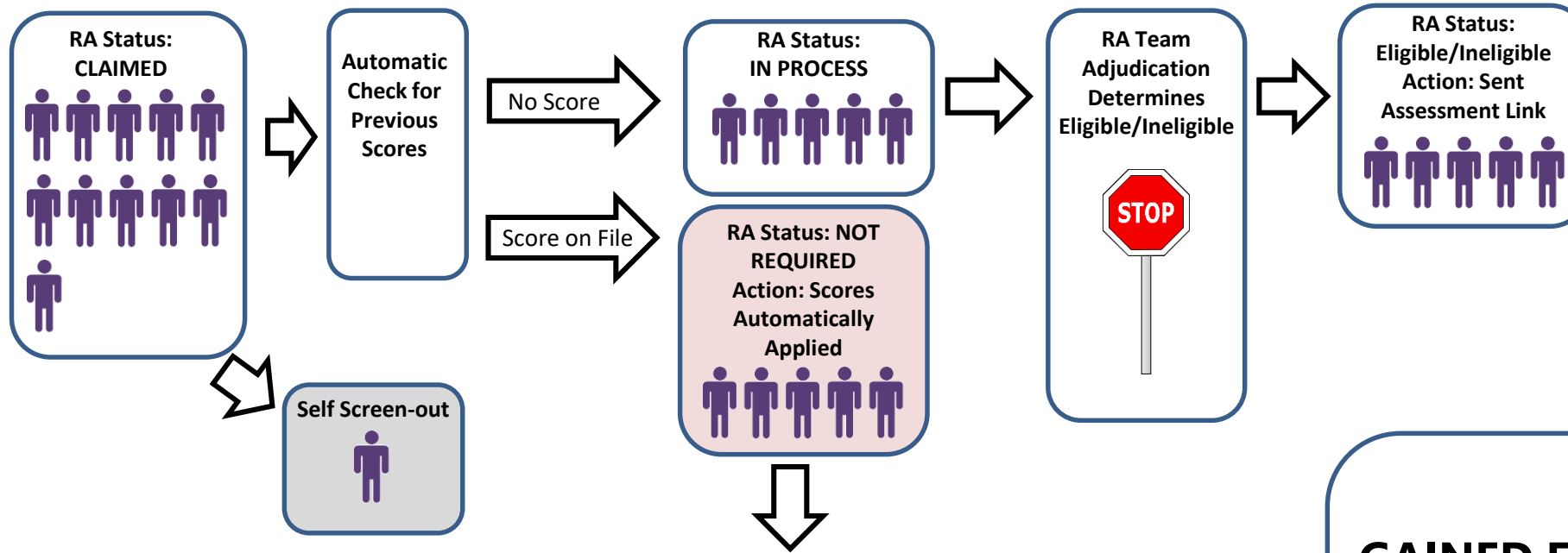


Reasonable Accommodation Process: **Current State**





Reasonable Accommodation Process: **Future State**



GAINED EFFICIENCY:



- Applicant experience improved
- Workload of RA Team is significantly reduced



USA Staffing Upcoming Events

April 28: Reporting and Analytics Workgroup Meeting

April 29: Cognos Prod Release

April 29-May 1: Virtual Cognos Report Author Training

May 1: USA Staffing Prod Release

May 4-7: Virtual Mixed Agency Training

May 6: Cognos Stage Release

May 8: USA Staffing Stage Release

May 11-15: Virtual Mixed Agency Training with Onboarding

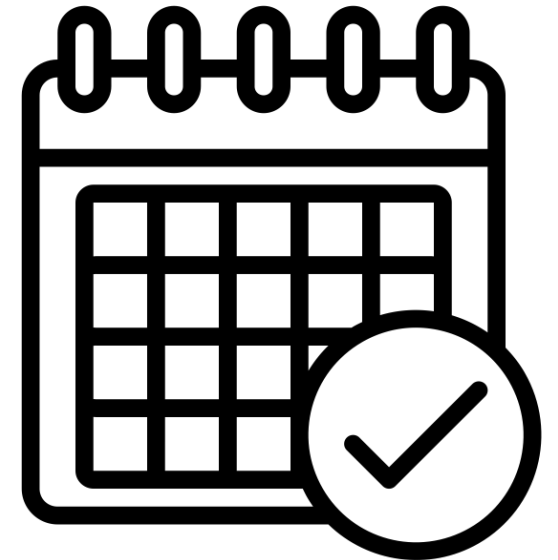
May 13: Cognos Prod Release

May 20: Cognos Stage Release

May 21: Onboarding Workgroup Meeting

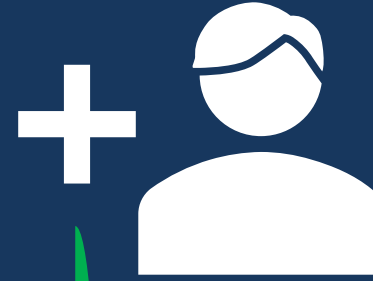
May 27: Cognos Prod Release

May 29: USA Staffing Prod Release



HAPPY EARTH DAY

From the USA Staffing Team



Did you know?

- USA Staffing's Onboarding capability helps limit the use of paper processes when onboarding new hires, creating time and cost savings for agencies.
- Over the years, USA Staffing users have electronically transmitted **4,095,066** forms and documents to eOPF.



Questions and Closing

**Thank you for your active participation in
USA Staffing Advisory Board meetings!**



Veterans Application Programming Interface (API) Live Demo Slides

Presenter: Julie Jackson, USAJOBS Business Analyst

Goals of the VA API



Use service and disability data to inform veterans about the preference and hiring authority options available to them when applying for a federal position.



Remove the requirement to upload the DD214 and Veteran Letter when data is collected from the VA API.



Provide systematic preference adjudications when the data is collected from the VA API.



User will be presented 2 different questions

- Will allow us to identify which users need to be sent to the VA API or provide information manually

Current

Military serviceAll fields are optional unless otherwise noted

Have you served in the U.S. Armed Forces or are you a family member eligible for [derived preference](#)? (Required)

☒ Yes

☐ No

New

Military service

Have you served in the U.S. Armed Forces? (Required)

☒ Yes

☐ No

Choose the option that best describes you: (Required)

☐ I am a veteran of the U.S. Armed Forces.

☐ I am currently active duty in the U.S. Armed Forces.

Are you a family member of a disabled or deceased veteran?

☐ Yes

☐ No

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User will no longer select preferences and authorities

Current

Eligibility

Do you claim [Veterans' Preference](#)?

☐ No, I do not claim Veterans' Preference

5-point preference based on:

☐ 0-point Sole Survivorship Preference (SSP)

5-point preference based on:

☐ 5-point preference based on active duty in the U.S. Armed Forces (TP)

10-point preference based on:

☐ 10-point preference based on a compensable service connected disability of at least 10% but less than 30% (CP)

☒ 10-point preference based on a compensable service connected disability of 30% or more (CPS)

☐ 10-point preference for non-compensable disability or Purple Heart (XP)

☐ 10 point preference based on widow/widower or parent of a deceased veteran, or spouse or parent of a disabled veteran (XP)

Are you a veteran who was separated from the armed forces under honorable conditions after completing an initial continuous tour of duty of at least 3 years (may have been released just short of 3 years) ([VEOA](#))?

☒ Yes

☐ No

Are you a current federal civilian employee serving under a [Veterans' Recruitment Appointment \(VRA\)](#)?

☐ Yes

☒ No

Are you a 30% or more disabled Veteran?

☐ Yes

☒ No

Are you a disabled Veteran who has completed a VA training program?

☒ Yes

☐ No

New

Military service

Have you served in the U.S. Armed Forces? (Required)

☒ Yes

☐ No

Choose the option that best describes you: (Required)

☒ I am a veteran of the U.S. Armed Forces.

☐ I am currently active duty in the U.S. Armed Forces.

Do you have a service connected disability? (Required)

☒ Yes, my rating is from the Department of Veterans Affairs (VA).

☐ Yes, my rating is from the Department of Defense (DoD).

☐ No

☐ I do not want to share

Have you received a Certificate of Training from the VA Vocational Rehabilitation and Employment program? (Required)

☐ Yes

☒ No

Select all of the awards/badges you have received for your military service.

☐ Armed Forces Expeditionary Medal

☐ Armed Forces Service Medal

☐ Campaign Badge

☐ Global War on Terrorism Service Medal

☐ Purple Heart

Are you a family member of a disabled or deceased veteran?

☐ Yes

☒ No



Educational friction

- Inform user of impact when “I do not want to share” is selected
- Content is being revised based off of usability test feedback

Do you have a service connected disability? (Required)

☐ Yes, my rating is from the Department of Veterans Affairs (VA).

☐ Yes, my rating is from the Department of Defense (DoD).

☐ No

☒ I do not want to share

i Are you sure you don't want to share?

If you have a disability rating you may be eligible for one of the following:

- [10-point preference](#)
- [Veterans Recruitment Appointment \(VRA\)](#)
- [30% or More Disabled hiring authority](#)
- [Veterans Employment Opportunities Act \(VEOA\)](#)

Being eligible for a preference or a special hiring authority can broaden your job options with the federal government.



Data from VA API

- Inform user what information will be pulled
 - Based off of previous answers

Military service

Share your military service information with USAJOBS

The VA has partnered with the Department of Defense to gather your military service information. We will collect it for you and automatically add it to your USAJOBS profile.

It's a one-time action. We'll send you to the VA website and ask you to sign in and give us permission to access your information. Even if you don't have a VA account, we can still get your information.

Based on your answers to the previous military questions, we will get the following information and add it to your profile.

<input checked="" type="checkbox"/> Military service <ul style="list-style-type: none">• Branch/Component• Character of service• Entry date• Separation date• Pay grade• Narrative reason for separation	<input checked="" type="checkbox"/> Service connected disability <ul style="list-style-type: none">• Disability rating• Date of rating
--	--

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Based on your answers to the previous military questions, we will get the following information and add it to your profile.

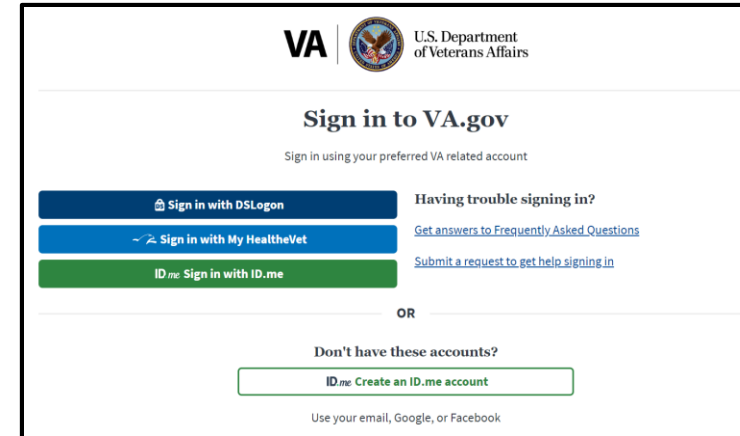
<input checked="" type="checkbox"/> Military service <ul style="list-style-type: none">• Branch/Component• Character of service• Entry date• Separation date• Pay grade• Narrative reason for separation	<input checked="" type="checkbox"/> Service connected disability <p>We won't get this information because you said you don't have a disability or you don't want to share.</p> <ul style="list-style-type: none">• Disability rating• Date of rating
--	--

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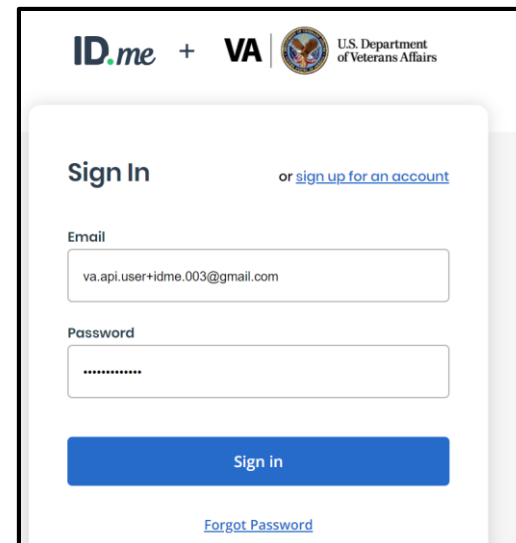


VA.gov

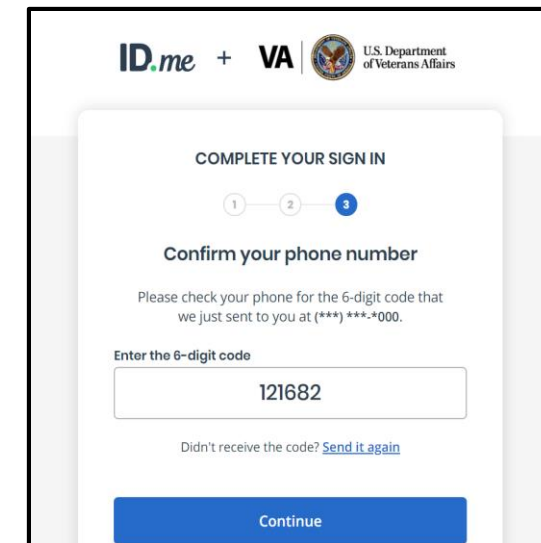
- User will be required to sign into VA system
- VA disability not required
- User can use any of the 3 sign in options
- Two factor authentication will be used



The image shows the VA.gov sign-in page. At the top, it features the VA logo and the text "U.S. Department of Veterans Affairs". Below this, the heading "Sign in to VA.gov" is displayed, followed by the instruction "Sign in using your preferred VA related account". There are three main sign-in buttons: "Sign in with DSSign" (blue), "Sign in with My HealthVet" (blue), and "ID.me Sign in with ID.me" (green). To the right of these buttons, there is a section titled "Having trouble signing in?" with links for "Get answers to Frequently Asked Questions" and "Submit a request to get help signing in". Below the buttons, there is an "OR" separator and a section titled "Don't have these accounts?" with a button for "ID.me Create an ID.me account". At the bottom, it says "Use your email, Google, or Facebook".



The image shows the ID.me + VA sign-in page. At the top, it features the ID.me logo, a plus sign, the VA logo, and the text "U.S. Department of Veterans Affairs". Below this, the heading "Sign In" is displayed, followed by the link "or [sign up for an account](#)". There are two input fields: "Email" (containing "va.api.user+idme.003@gmail.com") and "Password" (containing "*****"). Below these fields is a blue "Sign in" button. At the bottom, there is a link for "Forgot Password".



The image shows the ID.me + VA "Complete Your Sign In" page. At the top, it features the ID.me logo, a plus sign, the VA logo, and the text "U.S. Department of Veterans Affairs". Below this, the heading "COMPLETE YOUR SIGN IN" is displayed, followed by a progress indicator showing three steps, with the third step (3) being active. The section is titled "Confirm your phone number" and includes the instruction "Please check your phone for the 6-digit code that we just sent to you at (***). ***-0000.". There is an input field for "Enter the 6-digit code" (containing "121682"). Below this field, there is a link for "Didn't receive the code? [Send it again](#)". At the bottom, there is a blue "Continue" button.



Data returned

- HR Specialists and OPM policy provided data needed
- Multiple periods of service will be presented
- User will validate information matches DD214 and VA letter
 - New button labels are under consideration to clarify Correct vs Not correct

My VA Information

Military service

Period of Service 1

Branch/Component	Character of service	Pay grade
Air Force	Honorable	E05
Entry date	Separation date	Narrative reason for separation
2/1/2000	6/14/2004	Sufficient service for retirement

Period of Service 2

Branch/Component	Character of service	Pay grade
Army	Honorable	E05
Entry date	Separation date	Narrative reason for separation
12/5/1987	4/5/1993	Sufficient service for retirement

Service Connected Disability

Disability rating

0%

Date of disability letter

6/1/2004

Is this information correct?



Logic

- Logic has been developed based off of the Vet Guide and approved by OPM policy
- System will tell user what they are eligible for when data is from VA API
- System will tell user what they may be eligible for when information is manually entered
- System will adjudicate users when data is from VA API

Eligibility

Based on the information provided, you are eligible for:

- **TenPointNinePercentPathway** - A [10-point preference](#) based on your service-connected disability rating of 0%.
- **HasPreferenceVEOAAuthorityPathway** - The [Veterans Employment Opportunity Act of 1998 \(VEOA\)](#) based on your service-connected disability rating.
- **DisabilityRatingVRAAuthorityPathway** - The [Veteran's Recruitment Appointment \(VRA\)](#) based on your service-connected disability

[Explain the above](#)

Adjudicated Preference: XP

Adjudicated 30% disabled: False

Adjudicated VEOA: True

Adjudicated VRA: True

[Previous](#) [Return to profile](#)

Need to make changes to your military service information? [Go Back](#)

Note: Job seeker will not see "Explain above" or "Adjudicated" statements.

These were added for testing purposes to ensure logic is working correctly.